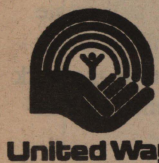


VOLUME 22,
NUMBER 15,
November 1, 1996

UVic
UNIVERSITY OF VICTORIA



Pledges needed, prizes offered

Several members of the campus community have already won prizes for being donors in this year's United Way campus campaign—and they're still eligible for the grand prize draw being made on Dec. 10. Everyone who uses a pledge card to donate to the campaign on or before Dec. 6 has a chance to win a Macintosh Performa 5200CD computer, courtesy of Apple Canada Inc. and the UVic Computer Store, or a deluxe weekend at the Chateau Victoria Hotel. UVic's campaign goal is \$105,000 and we're already past the half-way point but many more pledges are needed to put us over the top.

The winners in the first campaign early bird draw are: Dr. Pauline Van Den Driesshe (Mathematics and Statistics), a \$20 Library vendcard; Morag MacNeil (Psychology) and Luc Declerck (Library Systems Services), season tickets to the Phoenix Theatre; Leanne Gillespie (Business), a university learning skills course; Dr. Rick Reeve (Chemistry), a Myer Briggs & Strong vocational interest career test; Patricia Cretney (Admission Services), a fitness assessment at the Sport and Fitness Centre; Dr. Sandra Gibbons (Physical Education), a \$50 Continuing Studies gift certificate; Dr. Robert McCue (History), a family upgrade to Rec Plus membership; Dr. Max Uhlemann (Psychological Foundations), a Vikes Summer Camp \$50 voucher; and Dr. Alex McAuley (Research Admin), a \$20 laminating services voucher.

There's one more early bird draw on Nov. 8 and all those who have made pledges by that date are eligible for a wide range of draw prizes. To receive a pledge card, contact Brian Atwell at 721-7039.

THE RING

going somewhere?...

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Travel**
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Dean of Engineering Dr. Jim Provan (far right) applies the classic leverage principle to a vintage Volkswagen Beetle during the first lap of the Engineering Students Society (ESS) 24-hour Bug Push around Ring Road. The fund-raising activity started at 10:45 a.m. on Oct. 25 and wound up 24 hours later with members of the ESS providing continual momentum for the Volkswagen throughout the night. When the ESS finally put on the brakes, over \$1,700 had been pledged for the United Way campus campaign.

Pornographic email sets off concerned debate among staff

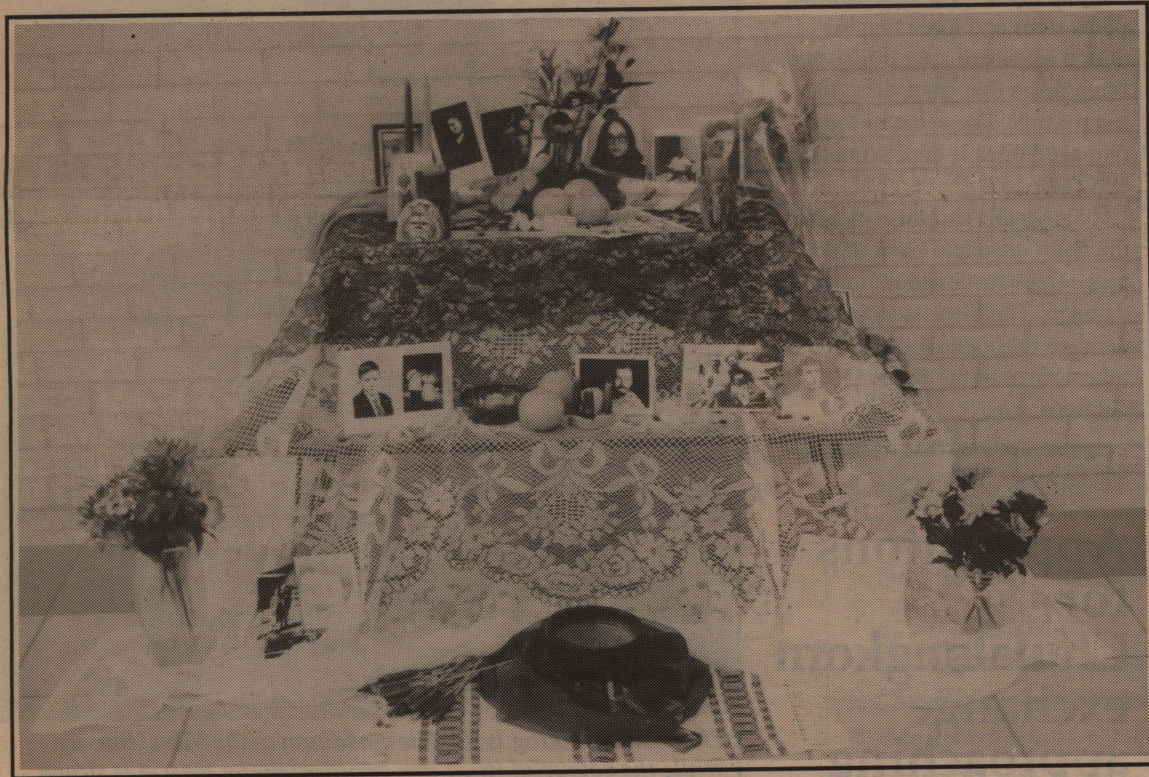
A recent episode of *spamming* (indiscriminate unsolicited mass emailing) that spread to UVic has brought to the fore questions of whom to call when cases of misuse of computing and telecommunications facilities are discovered on campus.

On Oct. 21, between 17 and 20 UVic employees received a disturbing email message apparently from an account at America Online that was very explicit and made reference to child pornography. This particular message had been sent to a large number of people across North America and, according to media reports, appeared to be a hoax designed to cause problems for America Online and its account holders.

This episode led to a spirited email discussion among various people on campus regarding the problem and to whom to report it. While there is little that the University can do in such cases of computer misuse or crime originating from off campus, Computing Services does work with outside sites to resolve external problems.

UVic has a policy that outlines procedures to follow in the case of irresponsible use of University computing facilities. Section 3.2 of UVic policy 6030 on computing and telecommunications user responsibilities states that "An allegation of abuse shall be made to the chair or head of the unit or to the officer who authorized access of the computing and telecommunications services and facilities by the student or employee." For many people at UVic, Computing and Systems Services is their access provider and their concerns should be reported to the help desk (local 7687). The unit chair or head or the access authorizer has the responsibility of investigating the allegation and taking appropriate action.

Everyone who has applied for a UVic computer user ID has indicated their consent to abide by the provisions of policy 6030. The policy is available on the Internet (<http://web.uvic.ca/uvic-policies/pol-6000/6030CTUR.html>).



Offerings welcome at Altar for the Dead

In the lobby of the Fine Arts Building, an altar has been created to pay respects to the deceased, acknowledging their importance and our links with them. The creation of the altar is a class project introduced by Heather Orr, instructor of Precolumbian Art in Mesoamerica, Central and South America, to acquaint students with the tradition of honouring the dead, practised in Middle and South America. The Festival for the Dead is a two day annual celebration (All Saints and All Souls) beginning on the evening of Oct. 31 through Nov. 2. The altar created by Orr's class is in the lobby of the Fine Arts Building from Oct. 21 to Nov. 12 and offerings can be brought at any time during this period. Ornaments are usually in the form of skulls or skeletons or miniatures of altars for the dead, or vessels, tombstones or coffins. In Mexico, many of these ornaments have humorous undertones. Candles, flowers, chocolates (a favourite of the dead), nuts, candies, fruits and vegetables (which the dead would enjoy), breads for the dead (usually made in the form of humans or decorated with small sugar candy human faces) or photos or ornaments of papier maché, sugar candy, and dried flowers are welcome. Since this altar has religious, ritual and very personal overtones for the participants, they ask that it be treated with due care and respect.

Winning answer will receive holiday weekend



the Inn, two breakfasts and a dinner will be enjoyed by the prize winner and their guest.

Following are the final three clues in the contest. If you've solved the mystery, fill out the entry form below and send it to *The Ring* at University Houses 2, PO Box 3060, Victoria, B.C. V8W 3R4 or fax it to *The Ring* at 721-8955. The complete set of clues will be published in the Nov. 15 edition of *The Ring* and the winner will be announced in the Nov. 29 edition. Here are the final three clues.



IN SUMMER, WE'VE
BEEN KNOWN TO GO
OUTSIDE



CONTROVERSIAL
ISSUES ARE ON
THE BOARDS NEXT.



THERE WILL BE
MORE TO PLAY IN
1996-97.

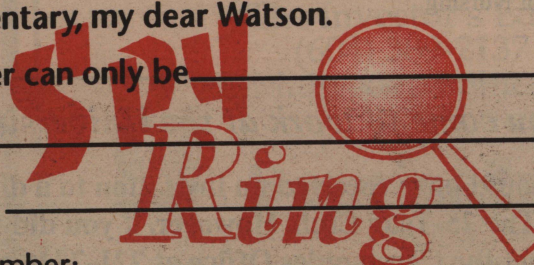
"It's elementary, my dear Watson.

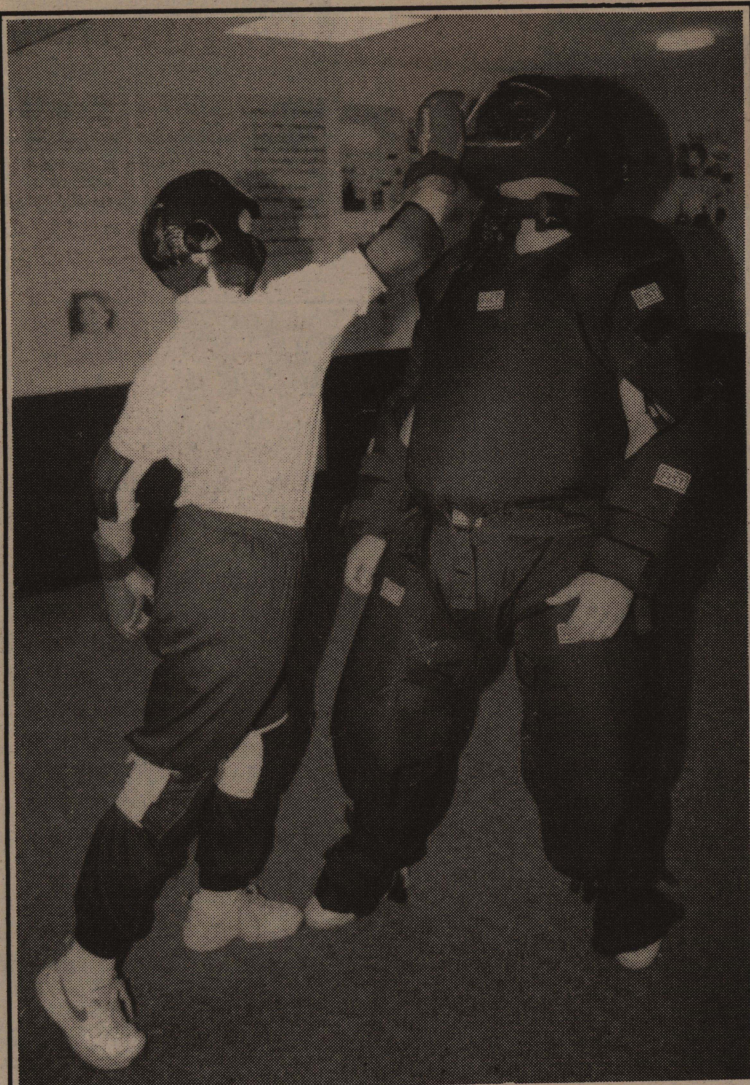
The answer can only be _____"

Name: _____

Address: _____

Phone number: _____





Rape Aggression Defense course

Take that, you villain! Campus Security officer Tom Downie takes a hit from colleague Leslie Whittaker during a session of the RAD (Rape Aggression Defense) women's self-defense course. The course is offered every few weeks by Campus Security Services officers who have had special training and are certified instructors of the system, which teaches realistic self-defense techniques and focusses on awareness and avoidance of threatening situations. Each course consists of four three-hour evening sessions. Space is limited to 16 women, and the cost is minimal: \$15 for UVic students, \$20 for UVic employees, \$30 for alumnae and \$40 for members of the public. New courses will start Nov. 12 and Nov. 25. For further information or to register, call Campus Security Services at 721-8981.

Turnover at the top

It's getting to be that you need a program (or at least an advance copy of next year's UVic calendar) to keep track of the turnover in administrators at UVic this fall. To help you match new names to new phone numbers, *The Ring* has prepared the following list:

Vice-Presidents: Dr. Penny Coddling, (former professor and head of the Department of Chemistry at the University of Calgary), vice-president academic & provost; Dr. Terry Sherwood (English), associate vice-president academic; Prof. Lyman Robinson (Law), associate vice-president, legal affairs.

Deans: Dr. Terry Gough, (Chemistry), acting dean, Science, replacing Dr. John Weaver who is on leave until July, 1997; Dr. Bruce Howe (Physical Education) dean, Education; Dr. Wes Kozcka, acting dean, Division of Continuing Studies; Dr. Anita Moltzahn, (former director of the School of Nursing), dean, Human & Social Development; Dr. John Schofield, (former associate vice-president academic), dean of Arts and Science and dean of Social Sciences; Dr. Roger Wolff (former dean of faculty of management at the University of Toronto), dean, Faculty of Business.

Chairs: Dr. William Alkire, chair, Anthropology; Dr. Walter Muir, chair, Psychological Foundations in Education; Dr. Geoff Potter, chair, Communication & Social Foundations; Dr. Gerry Poulton, acting chair, Chemistry, replacing Dr. Terry Gough, until July 1997; Dr. Danielle Thaler, chair, French Language & Literature; Dr. Joseph Schaafsma, acting chair, Economics; Dr. James Tully, (former philosophy and political science professor at McGill), chair, Political Science; Prof. Derk Wynand, chair, Writing.

Directors: Dr. Ted Riecken (Social & Natural Sciences), director, Graduate Studies & Research in Education; Dr. Jon Muzio (Computer Science), acting director, Co-operative Education; Dr. Lloyd Howard (Hispanic & Italian Studies), director, Medieval Studies; Dr. Jan Storch, (former dean of nursing at the University of Calgary), director, School of Nursing.

Did you come to work at the University of Victoria in 1971?

If so, you should have received an invitation to a dinner in your honour as a member of The 25-Year Club. However, if you did not receive an invitation, please contact the Ceremonies Office at 721-7446 as soon as possible.

Volunteers needed for racism research

A research project currently underway at UVic is attempting to determine what life is like on campus for people of minority ethnic backgrounds. Members of the University community are invited to participate in the project and tell their stories, good or bad, about their experiences as students, staff and faculty. Researchers hope the project will increase our knowledge of acceptance and tolerance towards members of minorities on campus and increase awareness of the problems they encounter at university.

In May, Dr. Yvonne Martin-Newcombe (Education) and Dr. Rennie Warburton (Sociology) began to study the situation by holding two focus group discussions with students, staff and

faculty. The groups were led by Gaby Ostro, an educator and communications specialist. A research assistant, sociology master's student Tanis Abuda, has been gathering background materials throughout the summer. The next step is a more comprehensive study this fall.

The researchers don't intend to quantify the level or degree of racism on campus or to identify individuals, units or departments. Acknowledging the complexity of the human experience, particularly in a sensitive area like racism, researchers believe a qualitative research methodology serves their purposes best. Participants will be asked to speak openly about their personal experiences without having to conform to

any research structure. They will be encouraged to discuss experiences of ethnocentrism and cultural insensitivity which, while less socially unacceptable than overt racism, still create discomfort, contribute to stereotypes and erode the work and study experience on campus.

Those who volunteer to talk or write to researchers about their experiences or take part in focus groups are assured of confidentiality. They may withdraw their participation or contributions at any time. Those interested in participating in the project or who have any questions are asked to call Dr. Yvonne Martin-Newcombe at 721-7813 or use email at martiny@uvvm.uvic.ca

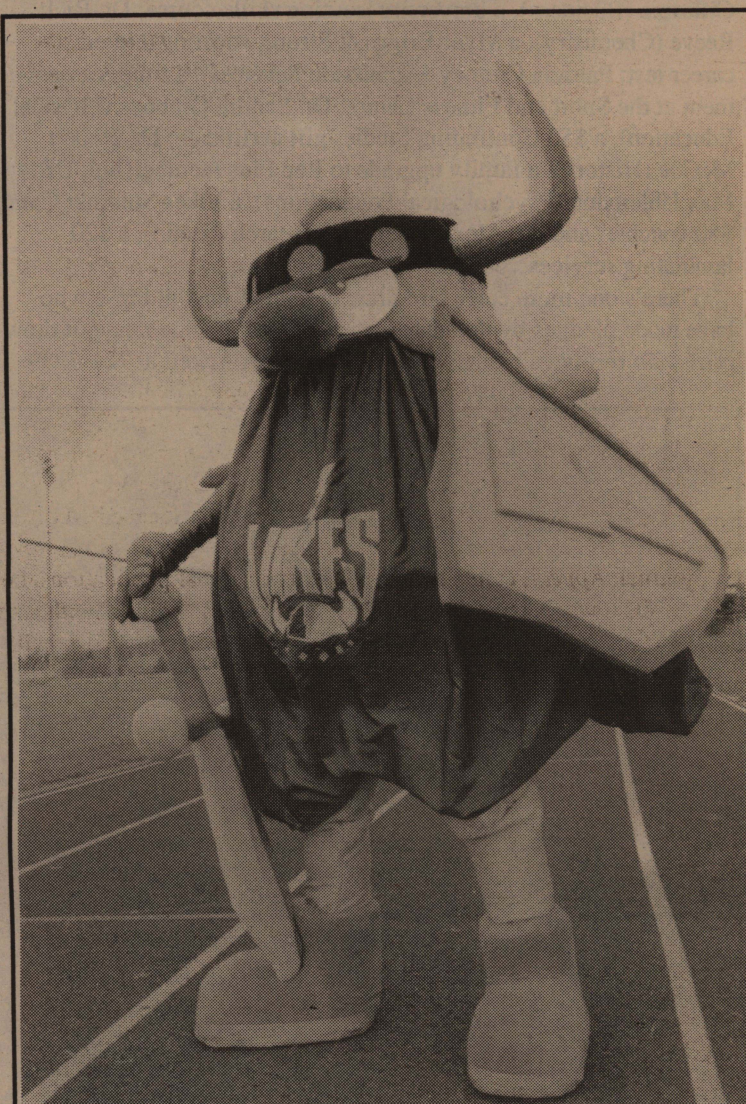
Campus trees suffer wind damage

The severe wind storm of Oct. 17 caused major damage to 44 landscape trees on campus, 19 of which will have to be completely removed, reports grounds manager Tony James. Among these were nine London plane trees and three maples which sustained split trunks and three ashes that snapped at the main trunk. The value of the damaged trees is approximately \$15,000.

Many oaks and tulip trees in the main quad and most of the plane trees sustained minor limb damage. There was also some damage to rhododendrons and other plants in the Finnerty Gardens.

Applications for Chulalongkorn exchange approaching

Applications for the 1997-98 faculty exchange program between UVic and Chulalongkorn University in Bangkok, Thailand, are due Nov. 15. Application forms are available from Dr. John Schofield, international liaison officer, c/o the Faculty of Arts and Science, and completed forms should be returned to him. The program is now entering its fifth year of operation. UVic faculty members who have participated are: Dr. George Corwin (Music, retired) and Linda Hardy (Theatre).



Thunder the Viking is the latest addition to the Vikes' line-up. While the colourful (trust us), sword-wielding mascot is strong enough to inspire the Vikes to victory on the field or on the court, Thunder is also cuddly enough to be a hit with youngsters who attend athletics events on campus. Thunder was unveiled at the Vikes vs. Alumni basketball game Oct. 19 and will play a prominent role at Vikes games throughout the season.

QUOTE

"...in all my life I have never found reasoning satisfactory as a means of progress."

—Norma Meacock (193?—)

Thinking Girl, 1968

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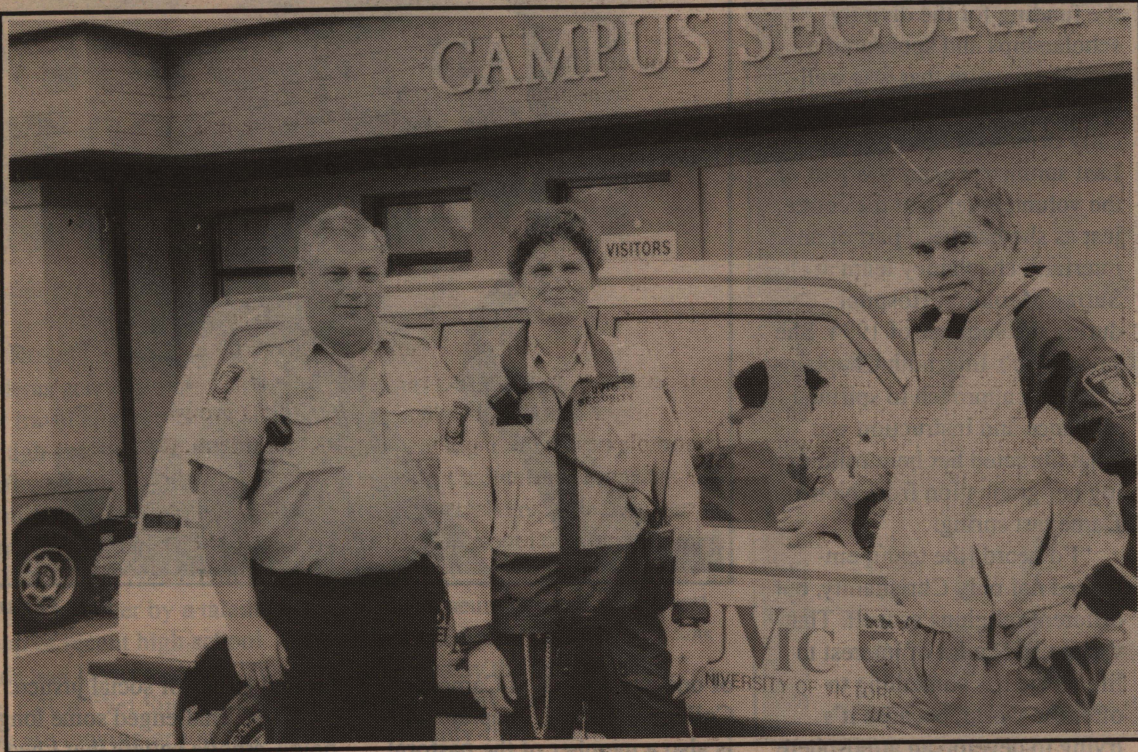
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Your security is their top priority



Campus Security Services patrol team B (left to right): team leader Ron Cullen represents zone #1, which includes the Lam Family Student Housing complex; Janet Grover is assigned to zone #2, which includes the residences; and Al Archibald works in zone #4, which includes the western side of campus.

At any time, day or night, there is a Campus Security patrol team on the job. For the past year, patrol officers have been assigned to particular geographic zones of the campus as part of a change to community-based patrolling. In this way they will be more familiar with, and to, the people in their zone. With this issue, *The Ring* begins a series of short profiles to introduce the patrol teams.

Campus Security Services patrol team profile: B Team
“Our goals are to set up crime prevention programs on campus in order to make UVic a safe and secure environment. We are willing to assist all students, staff and faculty in any manner necessary to meet these goals. If you have any input, we would be happy to hear from you.”

Ron Cullen, the team leader, has been employed at

UVic for close to 22 years—19 years with grounds in Facilities Management and three years with Campus Security Services. Prior to coming to UVic, Ron served for more than eight years in the Canadian Armed Forces, and he is still very active in the Reserve. He can be reached at 721-6563, voice mail #17.

Al Archibald joined CSS five years ago, after 25 years with the Winnipeg Police. Al's police career included assignments in general patrol, the traffic division, criminal investigations and the crowd control unit. Al can be reached at 721-6563, voice mail #13.

Janet Grover started with CSS in June 1995 after working in the areas of education, construction, security and retail. Janet has previously volunteered for the Victoria Women's Sexual Assault Centre. She can be reached at 721-6563, voice mail #34.

Law Students' Appeal wins favourable verdict

BY PATTY PITTS

Copy deadlines, advertising rates, and graphic design aren't normally elements of a law class discussion, but they are for nine UVic law students whose work on the school's annual law review journal, *Appeal*, earns them credits towards their degrees. A position on the *Appeal* production team is a year-long commitment and students must apply for the opportunity to toil for the publication, and write a 2,500 word article on trends and developments in current law, to earn credits in the Law 399 course.

“Offering this as a credit course shows how seriously the faculty regards the publication,” says Luciana O'Brien, the review's promotions manager. “Producing the journal is a lot of work. We put many hours into this.”

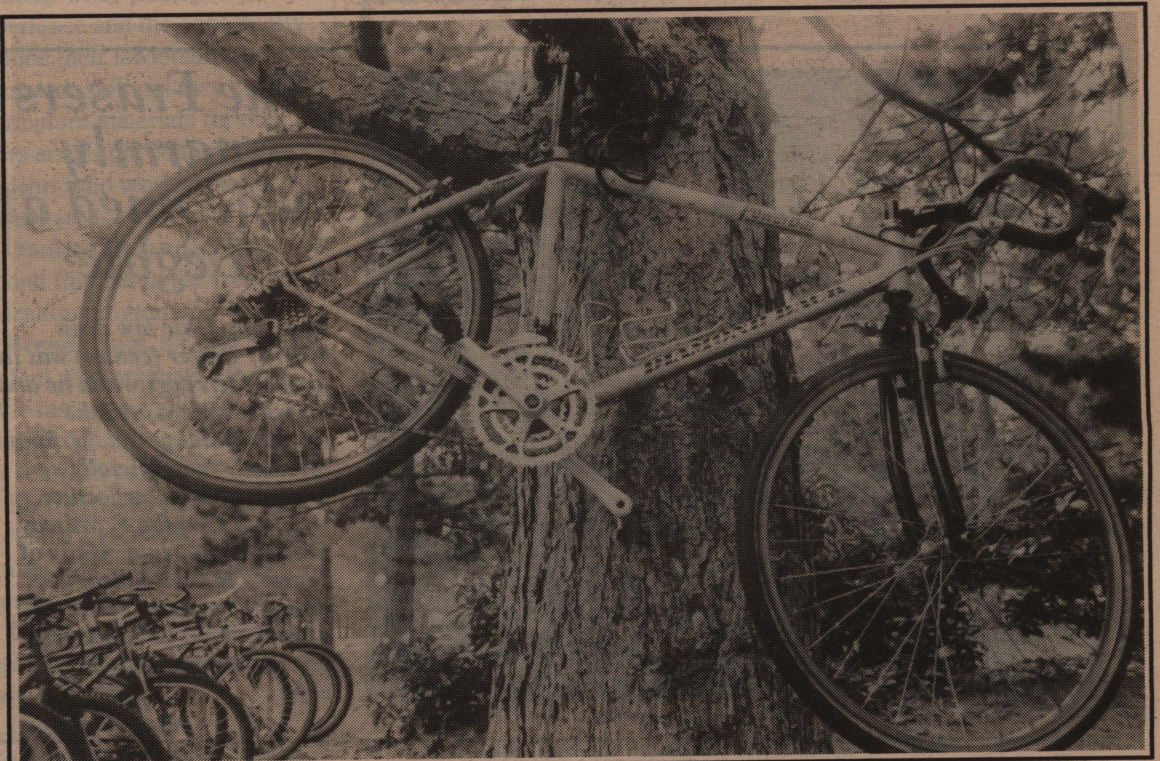
Appeal is the only law review journal in Western Canada that is completely written by students. They solicit funding for the publication, promote the journal, and supervise the editing and layout process. All submissions from law students to *Appeal* are given a code name and are screened by the journal's editorial board and either a faculty member or a lawyer from outside the school, depending on the paper's topic. Only after an article is accepted for publication is its author identified and contacted with suggestions for possible revisions.

“I've just been amazed at the energy, vision and commitment of these students, especially those who have taken a leadership role in getting *Appeal* off the ground,” says Prof. John McLaren (Law), who was an early proponent of a student-produced law journal and played an advisory role on *Appeal*'s first two editions. He adds that the students who work

on the publication also have the benefit of developing their research, writing and administrative skills.

Appeal focused on different themes for each of its previous two annual publications, but the upcoming edition, with a spring, 1997 publication date, will feature material dealing with any current law issue. Past editions have examined child pornography in cyberspace, medical user fees for the elderly, and the rebirth of parental support legislation in Canada.

Individual copies of *Appeal* can be purchased for \$10 (student price) and \$20 (alumni) through the Appeal Publishing Society by calling 721-8198 or through email at appeal@uvic.ca.



Scene On Campus

This alternative to the usual bike rack was spotted by Ring photographer Robie Liscomb.

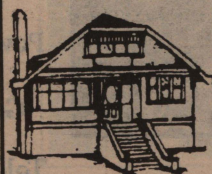
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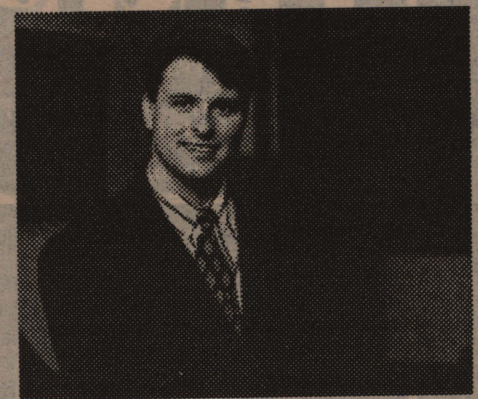
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New Catholic chaplain supports diversity

BY PATTY PITTS

Kate Fagan may have studied where football is a religion, but the new Catholic chaplain with UVic's Interfaith Chaplaincy had a higher calling in mind when she attended Notre Dame's near mythic campus in South Bend, Indiana. While studying for her BA in English literature at UBC before going to Notre Dame, she had decided she wanted to become a lay minister.

"It was a gradual understanding," she says about recognizing her calling. "It came after facing intellectual challenges where I had to express myself and examine my beliefs in a rational way. I took on leadership roles and I realized I had a gift for these things."

While attending UBC, she made a summer trip to Mexico, once travelling the length of the country in a bus with fellow students interested in immersing themselves in the Catholic communities of the country and

exploring social justice issues. By graduation, she had decided to pursue a career in the Christian ministry in order to explore the connections between spirituality and social action.

Fagan was accepted into the three-year Master of Divinity program at Notre Dame which grants all successful applicants a scholarship worth full tuition (\$18,000 a year U.S.) and delivers the same education to lay people and those aspiring to the priesthood. It also provided an immersion course in a particular piece of high Americana.

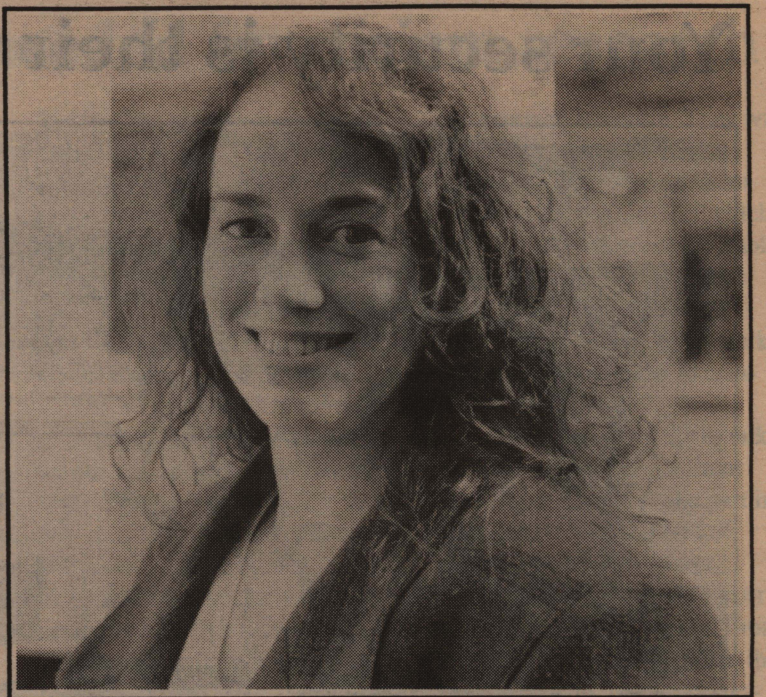
"It was a cultural shift," says Fagan of her time at Notre Dame. "There was a football game every couple of weeks so the undergraduate students would study hard for two weeks and then party their brains out for two days. Both work and play were taken very seriously."

Football revenues provided

the funding for the divinity scholarships and sponsored a homeless centre that was well-used by the citizens of economically depressed South Bend. Last summer, Fagan was part of the volunteer team at the centre, just as she had been part of an interfaith chaplaincy team at Surrey Memorial Hospital during the summer of 1994. She says UVic's Interfaith Chaplaincy's team approach to spiritual guidance and instruction was what attracted her here following her graduation from Notre Dame last spring.

"I'd heard [the team] embraced not only Christianity, but different religions as well. That variety adds a lot of interest to life. UVic has something to offer the world, because it's trying to develop an atmosphere of respect and appreciation for the beauty of diversity."

Fagan, who was born in New York but came to B.C. when she was eight, spends the equivalent



Kate Fagan

of one day a week at Camosun College as its sole chaplain and is also a member of the pastoral team at Holy Cross Church. She says she would like to use her position at UVic to inspire people to become involved in their community, especially

around issues of social justice.

"UBC challenged some long-held Catholic beliefs that I had," says Fagan. "Notre Dame studied the diversity within Catholicism. Now I'm back in the real world of religious pluralism."



The Frasers warmly welcomed at Begbie

Founding UVic law dean Murray Fraser (centre) was in familiar territory when he and his wife Anne visited the Begbie Building Oct. 11 for a ceremony that officially named the popular lecture hall (Rm 159) the F. Murray Fraser Auditorium. Many of Fraser's former colleagues attended a special ceremony and reception to honour the popular former dean and his wife.

Prof joins Environments and Women's Health consortium

BY PATTY PITTS

Research conducted by a UVic professor through her membership in a national consortium could influence Canada's future health care policy for women. Dr. Cecilia Benoit (Sociology) is the west coast core-partner and member of the steering committee of the new National Network on Environments and Women's Health, based at York University in Toronto. It is one of five consortia recently approved by the federal Women's Health Bureau and funded by Health Canada.

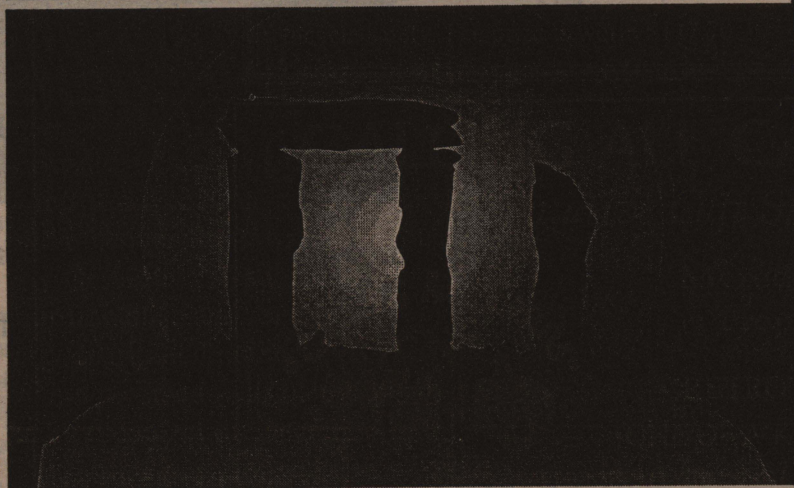
"I hope to work with colleagues to further understanding of health systems and women's health and how well women, especially adolescents, are served by these systems," says Benoit, who has done extensive research on midwifery and the relationship between women's health and their work, especially those in the health professions.

An aim of the consortium is for its members, most of whom have social science backgrounds and/or work in the area of social policy, to develop strong links with their geographical communities. Benoit will be collaborating extensively with Dena Carroll, from the provincial Women's Health Bureau. The two have worked together before on issues involving Aboriginal women's health.

Each of the five consortia has been given \$2 million in funding over six years. Benoit and her fellow members, who are based across the country, developed their proposal jointly despite the distances between them. So far, they have relied heavily on email and tele-conferencing to communicate and will continue to use these technologies as they carry out their research over the next few years.

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Project delivers Native art to 16,000 schools

Yet Sun Heywa website created by students

BY ROBIE LISCOMB

Students across Canada can now travel electronically through six British Columbia Northwest Coast First Nations, learning about their art and culture, thanks to a World Wide Web site created during the past summer by a talented group of recent high school grads and UVic students. The site, called "Yet Sun Heywa" ('we are moving or journeying forward' in the Salish language), features a representative sample of some of the 2,000 Northwest Coast First Nations prints in UVic's Maltwood Art Museum and Gallery. It is a part of the federal SchoolNet program, an internet-based set of educational services and resources reaching some 16,000 Canadian schools.

The project was coordinated by Maltwood Director Martin Segger and Drs. Bill Zuk and

Robert Dalton (Arts in Education). Advice and technical support was provided by a large team that included participants from the University, the Greater Victoria School District, the Royal B.C. Museum, the Canadian Museum of Civilization, and Pacific Editions Ltd. Funding was provided by the federal Young Canada Works program.

Twenty-three leading First Nations artists were involved in the project, many of them giving permission for the use of their works, granting interviews and studio tours to the students, and consenting to be videotaped for the project.

The site, which is reached via <http://www.maltwood.uvic.ca/>, presents the art in the form of an educational game. Players journey through six nations (Coast Salish, Nuuchah-nulth, Kwakwaka'wakw, Haida, Tsimshian and Tlingit), amassing



First Nations art featured in the Yet Sun Heywa website include the drawing of a longhouse (above) by project member and Kwagiulth student Randy Cook and a pole carving by master Tsimshian artist Heber Reece (below).

knowledge of their art and culture. The game takes approximately 90 minutes to complete.

The project provided six students with valuable work experience and the opportunity to hone their leadership and teamwork skills as they created curriculum materials for their peers across the country. The students who worked on the project are:

- **Omdrea Boland**, a major in art and English in the secondary education program at UVic;
- **Brenda Sam**, a Coast Salish student who graduated from UVic last year with a BA in English and history and who has returned to earn a BED;
- **Steve Ansell**, a Claremont Secondary grad who has begun a program in computer engineering at UVic;
- **Randy Cook**, a Kwagiulth student studying sciences at Camosun College;
- **Debbie Schwab**, an Esquimalt Secondary grad who has started visual communica-



tions studies at the Alberta College of Art and Design; and

- **Jason George**, a first-year UVic student with an interest in Greek and Roman studies.

A CD-ROM version of the project is being prepared. As

well, the project will serve as a model for future efforts to present electronically other portions of the Maltwood collection, including some of its holdings from the South Pacific and circumpolar regions.

Staff working with FAS invited to attend info session

Financial Services will be implementing an on-line, integrated financial management system by April 1998. The university community is invited to a series of information sessions at which the project team will discuss its plans to fulfil, as much as practical, the financial information needs of all users. The sessions will provide individuals with an opportunity to advise the project team of their financial information requirements.

The sessions will be of interest to FAS account holders and other staff responsible for preparing FAS input, preparing or monitoring departmental or research project budgets, or analysing FAS output.

Sessions are scheduled for Nov. 12, 15 and 18 at 12 noon in the University Centre Senate Chambers (room A180). The Nov. 18 session will be targeted more to the needs of researchers and will include a description of the soon-to-be-implemented Web access to sponsored research and specific purpose accounts. This will permit account holders to view their ledger 3 FAS accounts, including salary commitments, using most desktop computer platforms and, in the near future, to download account balance information to spreadsheet applications.

The overall project to upgrade the UVic financial management system was described in the Sept. 20 issue of *The Ring*.

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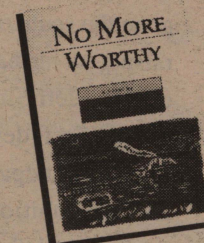
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721-8314

CAMPUS FUND-RAISING:

Ever wonder how you are going to fund that project?
 Ever wonder how you are going to pay for that equipment your department so dearly needs?
 The answer is simple: with UVic's Campus Fund-Raising Program.

What is Campus Fundraising?

UVic's campus fund-raising program is a vital program for raising funds for priorities that fit the direction outlined in the University's strategic plan. Faculty members may submit funding proposals to their dean for review. Deans then pass them on to the fund-raising review committee. If projects are approved, the University's development office works with project originators and the department's fund-raising team to develop the project.

"It's a system that encourages and promotes good planning," says Allan Berezny who manages the

program. "The proposals alert the president and senior administration to what people in the University community need. They can then ensure that University funding initiatives relate directly to our strategic plan. Deans and faculty work within their unit to align their priorities to the plan—it's a real team-building exercise."

The program began last year as the University was winding down from a successful UVic Challenge Capital Campaign that brought in more than \$40 million from private and corporate donors. Like many other Canadian universities that complete a capital campaign, the University wanted to

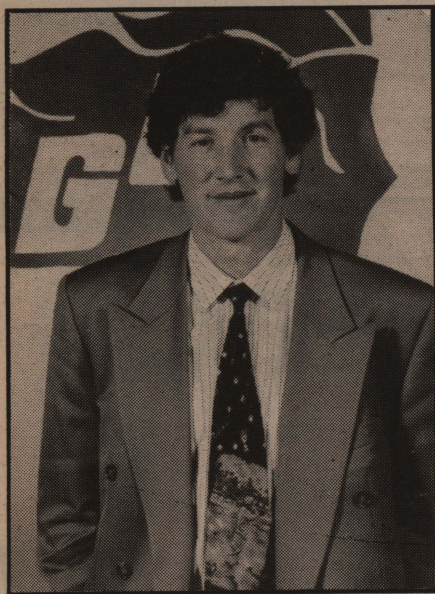
continue seeking funding sources by broadening campus involvement in the fund-raising process and put in place a plan to ensure that it did not duplicate its approaches to donors.

The first round of proposals were reviewed last May by the committee that includes the president, the vice presidents and two members of the board of governors. Seven projects were approved (see sidebar) and funding is now being sought for these projects. The latest deadline for submissions was Sept. 30 and the committee is now reviewing an additional four requests. A final decision on approval will be made by late November.



"The campus fund-raising program is a system that encourages and promotes good planning," says program manager Allan Berezny of the Division of External Relations.

People are the key



Jeff Sims joined the UVic athletics and rec department last month as its inaugural development officer. He was manager of commercial development with the athletics department of the University of Ottawa.

"If you want to do serious fund-raising, you have to invest human resources," says Meg Beckel, executive director of the division of external relations. The faculties of business, law and engineering, and the athletic department agree and have recently hired their own development officers.

The first was Jeanette Allan in the faculty of business. Allan came to the faculty a year ago, bringing a fund-raising background with the United

Way and in the health care field. Her challenge was to move the fledgling faculty forward in the development area in the absence of alumni, traditionally one of the strongest bases of support for development.

"Our faculty is so young that we don't have that strong base to tap," says Allan.

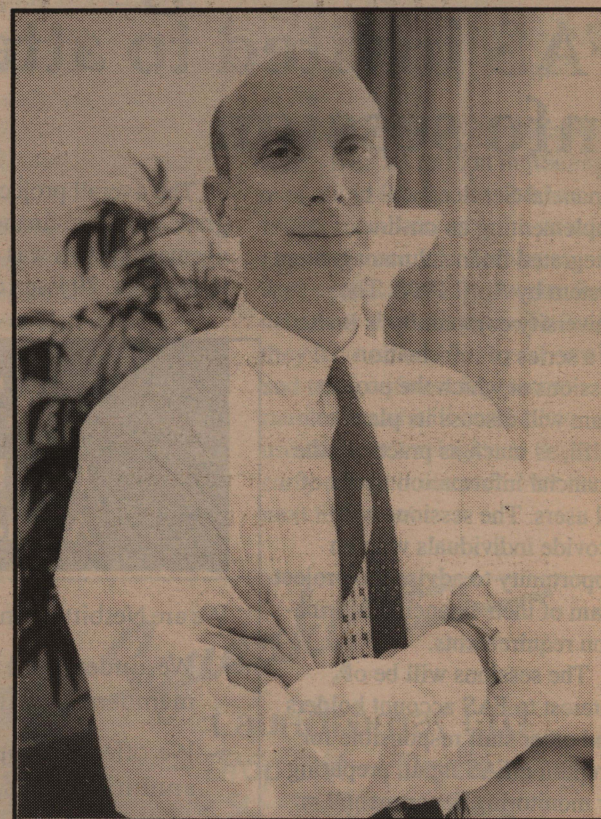
Instead, the faculty has looked to the corporate community for support, most recently for the \$250,000 needed to equip the new Business and Economics building with computer and other technological equipment—a project that was approved by the fund-raising review committee last May. According to Allan, the corporate community has supported the faculty's fund-raising efforts as well as its new degree program in hotel and restaurant management with scholarships and mentoring opportunities for students.

The faculties of law and engineering and the athletic department have also gone the route of decentralized fund-raising by hiring their own development officers. Jeff Sims, the athletic department's first development officer, joined the department in late October. He has ambitious plans to increase the profile of UVic teams within the community, to make the department more self-sufficient through events, sponsorships and telemarketing and to plug UVic sports to the University's

40,000-plus alumni base. No stranger to sport or marketing, Sims played with the B.C. Lions then coached the French national American football team in Grenoble, France. He comes to UVic from the University of Ottawa where he was manager of commercial development. He holds a master's degree in sport administration which he combined with a number of business administration courses.

Dree Thomson is the inaugural development officer for the faculties of law and engineering. The faculties joined forces to deal with the cuts to programs and research most analysts predict are imminent. A successful fund-raiser with her own firm in Calgary, the Victoria-native is certified by the National Society of Fund-Raising Executives and will work to establish new development programs and expand existing ones in collaboration with other development units on campus.

The move to decentralized fund-raising is welcomed by the University's development office. While development



Dree Thomson (right) is the new development officer for the faculties of law and engineering. Jeannette Allan (left) works in the faculty of business.

officers will continue to advise and support departments on fund-raising issues, Kayla Stevenson, director of development and gift planning, sees a real value in having professionals working in the faculties, helping identify priorities and guiding the fund-raising process.

"In the long-term, the more people we get involved in the fund-raising process, the more success we will see," she predicts.

project you've been mulling over the past few years or needs? Well, the answer may lie right here on campus Fund-Raising Program.

WHAT'S IN IT FOR YOU?

How does the program work?

It's actually quite simple. Take your idea for a funding proposal to your dean for preliminary approval. He or she will review it in light of the information required on the project approval form, then discuss the requests with Allan Berezny of the development office to determine the feasibility of the project. Based on the office's knowledge of what financial support is available and what projects donors are most likely to support, Allan will help

you pen a proposal to submit to the campus fund-raising committee. The earlier he is brought into the loop, the better, as he can assess the project and let you know if it is likely to succeed.

You then submit the proposal to the fund-raising review committee for review. The committee considers the project and receives input from the development office regarding funding possibilities. Once a project is approved, it is submitted to the board of

governors for ratification and the search begins by your unit and the development office to find suitable donors.

Ideally, projects are supported by funding sources the unit has already established on its own. Added to that list will be selected prospective donors from the University's central pool of donors. The development office tries to match projects and donors.

What projects are most attractive to

donors? According to Berezny, named scholarships or bursaries are the most popular, followed by projects to fund specific equipment needs.

Donors are shying away from establishing large endowments, he says. "With interest rates so low right now, donors prefer to see their gifts designated to funding initiatives that help address our immediate priorities and funding needs."

What projects are approved?

To be considered for approval by the fund-raising review committee, projects must come with a stamp of approval by the dean or administrative head.

"They must be the absolute highest priority for the unit," says Allan Berezny of UVic's development officer.

This means the unit must make a financial commitment from its existing operating budget as well as a financial and human resource commitment to finding additional money for the project.

"If the dean doesn't think the project is important enough to commit people and funds to, the committee won't either," he says.

Projects must fit the priorities the University community outlined in the strategic plan.

Other criteria for getting a project approved are:

- the amount of money being requested
- whether the project requires other institutional funds to ensure its viability
- the availability of the development office's resources to assist with the project
- whether the project requires additional space on campus or other requirements beyond what is already allotted to the particular unit.

For information about funding your project call Allan Berezny at 721-7690.

1996 Approved Projects

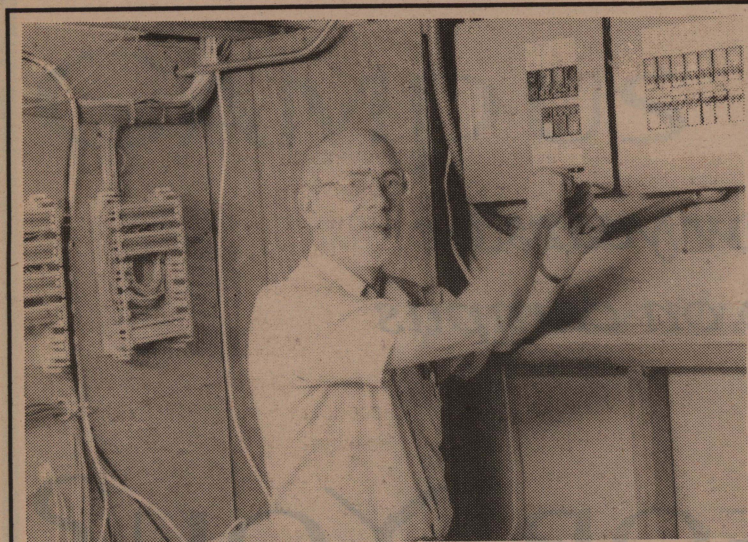
Seven projects were approved by the board of governors last May.

Funding is now being sought for them:

- \$15,000 per year for scholarships for upper-year biology students to study at Bamfield
- \$50,000 per year for graduate fellowships in economics to help attract the best students to UVic
- \$250,000 for equipment for the new business and economics building
- \$100,000 to convert University House 2 into a child care facility for infants
- \$150,000 to create an electronic resource area within the curriculum laboratory for use by faculty of education students
- \$25,000 per year for bursaries to support international students who cannot afford visa student fees and the cost of living in Canada.

The next deadline for submissions to the fund-raising review committee is February 1997.

For more information please contact Allan Berezny, manager, major gifts and special projects, at 721-7690.



Off to the leisure life

Electrician Art Reynolds (above) has taken early retirement and moved to Qualicum Beach to lead a life of leisure. He started work as an electrician at UVic in 1978 and is well known across campus for his long-term involvement in CUPE local 917. He was vice-president of the local from 1983-89 and president from 1989-93.

Ethics and conflicts in land use to be tackled

Land use issues are among the toughest for municipal governments to handle. They must maintain a delicate balance between public input and professional opinion. An upcoming public forum will tackle the myriad of issues involving land development when UVic's Eco-Research Chair of Environment Law and Policy presents "Greater Victoria Land Use Forum: Victoria the Good?" on Nov. 7 at 7 p.m. in the F. Murray Fraser Auditorium (formerly Begbie 159), a presentation of the Dermot Murphy Lecture Series. Prof. Michael M'Gonigle (Law) will moderate the forum.

Four panelists—Oak Bay Mayor Diana Butler, Saanich planner Alan Hopper, Real Estate Council of B.C. Chair Ken Henderson and former MLA and now Association for the Protection of Metchosis member Frank Mitchell—will discuss the conflicts that arise around zoning and the complex approval processes required for land development. They'll examine the many ethical issues that surround these debates, including: should rezoning be considered an exceptional procedure; should one community consider the impact its planning procedure has on neighbouring communities; and, should a proposal meeting all zoning criteria still require public approval.

Admission to the forum is free but reservations are required. To reserve a seat, please contact Susan Recksiedler at 604-291-5079 or fax at 604-291-5098 or by email at Susan-Recksiedler@sfu.ca.

The Dermot Murphy Lecture Series is sponsored by the Real Estate Foundation of B.C. and co-sponsored by the Eco-Research Chair in Environmental Law and Policy, UVic's Faculty of Law and Environmental Studies Program, and The City Program at Simon Fraser University.

Vikes advance in CIAU rankings

The Vikes men's soccer team has moved up in the top ten rankings released by the Canadian Interuniversity Athletic Union (CIAU) Oct. 23. The Vikes advanced from tenth to seventh place in the country. Leading the rankings is UBC followed by Dalhousie and McGill.

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Survey of 7,600 grads gives high marks to education

Almost 85 per cent of students graduating from B.C.'s universities are finding permanent work within two years of graduation as a result of their education, Education, Skills and Training Minister Moe Sihota and Secretary to the University Presidents' Council Dean Goard announced in mid-October. Nearly 12 per cent were continuing their education and only 2.9 per cent were not working, not in school and actively seeking work.

The result is included in a 1995 survey of 7,600 people who graduated from B.C. universities in 1993, the first ever conducted to follow up on university graduates in the province.

"The results highlighted in this report indicate the overall good health of our university system and the job it has done so far in preparing people for work," Sihota said. "By making the results of the survey available to the public, our universities are recognizing the need to be accountable to the people of B.C. about the quality of education they provide. The results also provide a benchmark for exploring areas where improvements can be made."

"We're happy to have completed this survey and report," Goard said. "It will be very useful for us to examine patterns in various programs and see where we can make improvements to serve students better."

More than 90 per cent of graduates indicated that the instruction they received during the course of their degree program was good, and 63 per cent indicated that their transition to the workplace was relatively easy. Almost 36 per cent had found permanent jobs before they graduated.

The survey, conducted jointly by the Ministry of Education and B.C.'s universities, was conducted in the fall of 1995 to determine how university education had affected access to employment for students who graduated in 1993. The report expands on general information

contained in a preliminary report released this past spring.

The report examines enrolment, student satisfaction, skill development, post-graduate employment and earnings in the fields of arts, education, health, social professions, applied science, science, commerce and fine and performing arts. Comparisons of programs at UVic, UBC and SFU are also included.

Response rate to the survey was high—greater than 80 per cent.

"We are developing a survey of 1991 graduates to see how they've fared five years after graduation," said Goard.

According to Chris Conway, UVic's director of institutional analysis, his unit is producing department by department reports on the survey data, detailing not only the UVic numbers but providing an analysis of the comments from those surveyed. UVic deans will each receive a set of reports covering the departments in their faculty and each chair or director will receive a copy of the report for their unit. These reports should be distributed sometime before Christmas. Conway says that the next edition of his department's *I.A. Views* publication, which should be out before the end of November, will carry a brief summary of the UVic data. He says that the survey of 1991 graduates has been designed, with field work scheduled to begin by the end of the year. Because more time has elapsed since that survey group graduated, the focus of the questions will be on career progression, subsequent degrees, their personal and professional circumstances and the value of their university experiences.

The report from the survey of 1993 grads is available from the Ministry of Education, Skills and Training at 356-8308 (Victoria). It is also available on the World Wide Web at <http://www.Inst.UVic.ca/tupc.html>

Highlights

Highlights from the follow-up survey of 1993 university graduates are:

- 90.2% of graduates "agreed" or "strongly agreed" that the instruction they received during the course of their degree program was good.
- 63% of graduates who made the transition to the labour market indicated that the transition was somewhat or very easy.
- 85% of graduates have held jobs that lasted at least six months since the time they graduated in 1993.
- 35.7% of graduates already had a permanent job before they graduated.
- 81% of graduates were employed the week they were surveyed. Of the remaining 19%, 11.7% were continuing their education and only 2.9% of graduates were without employment, not attending school and actively looking for work.
- 10% of graduates indicate they are self-employed. About one-third of self-employed graduates generate employment for at least one other individual. Nearly 10% of this group indicate they generate more than five jobs.
- 89.7% of graduates in full-time positions and 84.1% of graduates employed in part-time positions indicated they were satisfied with their current jobs.
- 57.8% of all graduates are women.
- 95% of graduates reported they had learned "a great deal" in their program of study.
- 93.7% of graduates reported their university education developed their ability to analyze and think critically.
- 83.6% of graduates reported their university education developed their ability to work effectively with others.
- 51% of graduates have pursued further education since graduating, mostly for career advancement or personal development. It has occurred primarily at the university level with only 8% taking college, trade-vocational or apprenticeship programs.

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Speaking Out:

Speakers

Bureau heads into busiest year ever

The Speakers Bureau has been extremely busy since it opened for its 1996-97 season, with 126 bureau members booked to date to give talks throughout Greater Victoria and the Gulf Islands, reports bureau co-ordinator Mandy Crocker.

Since bureau membership opened to graduate students last year, they have become active speakers, accepting many bookings already this fall, Crocker says. "It's the busiest fall season for the Bureau since it opened," she adds.

The Speakers Bureau is a 16-year-old volunteer community service offered by UVic to groups and organizations in Greater Victoria, lower Vancouver Island and the Gulf Islands. This year, 128 faculty, staff and graduate students have joined the bureau, volunteering to speak on more than 400 topics.

July:

Dr. Kurt Headrick, *Science & Religion*, South Baptist Church.

September:

Lynn McCaughey, *Keep Exotic Birds—Living with Parrots*, Parkwood Retirement Residence; **Dr. Paul Fisher**, *Internet Information Superhighway*, Rotary Club of Royal Oak; **Michelle Connolly**, *Dealing with Downsizing*, Victoria Employment Agency Network; **Bert Annear**, *Group Roles: Understanding How we can Work together in Teams for Greater Results*, Victoria Orthodontic CDA Study Group; **Dr. Robert Dalton**, *Young at Art: Elderly Artists and their Work*, Cubbon Adult Day Centre; **Dr. Robert Dalton**, *Young at Art: Elderly*

Artists and their Work, Somerset House; **Rick Guthrie**, *Earthquakes, Landslides & Other Hazards*, Parkwood Retirement Residence; **Dr. Paul Fisher**, *Health Care, Regionalization*, Saanich Kiwanis; **Dr. Bart Cunningham**, *Win-Win Conflict Management*, Canadian Imperial Bank of Commerce; **Mark Douglas**, *Health Effects of Electromagnetic Fields*, Hart House Rest Home; **Lee McKenzie McNally**, *Elephants & Camels: The Fossils of Ancient and Exotic Animals from the Canadian Prairies*, Beacon Hill Villa; **Rick Guthrie**, *Earthquakes, Landslides & Other Hazards*, Somerset House; **Lynn McCaughey**, *Keep Exotic Birds—Living with Parrots*, Fernwood Seniors Autumn Glow Society; **Dr. Margie Mayfield**, *The Travelling Woman: Why and How*, Club Elegance; **Karyn McGettigan**, *A Message about Life: Being Hit by a Car and Surviving a Coma*, Beacon Hill Villa.

October:

Dr. Cary Goulson, *Two Months in China: At School, At Work, At Play*, Probus Club of Saanich Peninsula; **Hazel Cameron**, *Trends in Librarianship-The Electronic Library*, Fernwood Seniors Autumn Glow Society; **Audrey McFarlane**, *Finding a Job in the New Market*, Gulf Islands Secondary School; **Robert Buren**, *Children's Development of Sex/Gender Roles*, Lakehill Preschool; **Dr.**

UVIC SPEAKERS BUREAU

Cary Goulson, *As Others See Us (Opinions of School Children in the British Isles about Canada)*, Cubbon Adult Day Care Centre; **John Volpe**, *Aquaculture Biotechnology*, Victoria Golden Rods & Reels Society; **Dr. Sandra Gibbons**, *Development of Self Esteem through Physical Activity (K-12)*, Gonzales Pre-school Cooperative; **Judy Joseph**, *Importance of Recreational Services to a Complete Student Lifestyle*, Belmont Sr. Secondary School; **Katherine Syer**, *Opera: International Performance and Production Styles*, Kiwanis Club of Greater Victoria; **Leslie Shumka**, *Women in the Roman World*, Beacon Hill Villa; **Mark Douglas**, *Health Effects of Electromagnetic Fields*, Saanich Kiwanis; **Dr. Elizabeth Archibald**, *The Arthurian Legend (and Also its Parallels with Popular Culture eg. Star Trek)*, Victoria High School; **Dr. Robert O'Brien**, *Electric Cars*, Lower Vancouver Island Retired Pharmacists Organization; **Dr. Orville Elliot**, *Trip to the Yucatan*,

Parkwood Care Centre; **John Volpe**, *Fisheries Management*, The Kensington; **Margot Young**, *Women and the Law*, George Jay School Child & Family Counseling; **Prof. Rosa Stewart**, *A Latin American Adventure: Tour Talk to Peru, Bolivia, Argentina, and Brazil*, Salt Spring Island Middle School; **Patricia Steele**, *The Immune System-How the Body Prepares for the Unknown*, Hart House Rest Home; **Dr. Mary Louise Reilly**, *Women & Depression, Anxiety Stress & Relaxation*, Cupe Local 459 Sooke School District; **Joan Wharf Higgins**, *Public Participation in Community Health*, Growing Old Disgracefully; **Joan Wharf Higgins**, *Physical Activity & Health Promotion*, United Way of Greater Victoria; **Lee McKenzie McNally**, *Marine Mammal Fossils of Vancouver Island-A Whale of a Tale!*, Parkwood Retirement Residence; **Gillian Croft**, *Parenting Skills: Using Consequences*, Saturna Island Health Committee; **Dr. Robert Dalton**, *War & Peace: Collections of Children's Drawings Used to Promote & Resolve International Conflict*, Sidney School Parent Advisory Council (FAC); **Laurie Glenn**, *The Life and Work of Maritime Artist Roberta Taylor*, Berwick House; **Dr. Robert O'Brien**, *Electric Cars*, Saanich Kiwanis; **Dr. David Turkington**, *Teacher Education Program*,

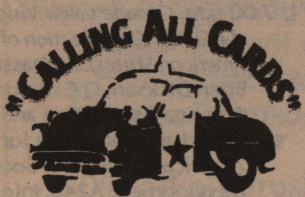
Belmont Sr. Secondary School; **Tom Rippon**, *Managing the Stresses in Life*, Bank of Montreal; **Dr. Bart Cunningham**, *Managing Stresses of Life*, United Way of Greater Victoria; **Dr. Robert Willihnganz**, *Making Career Decisions*, Gulf Islands Secondary School; **Dr. Craig Hawryshyn**, *Pacific Salmon: How do they know where there going?*, Kiwanis Club of Greater Victoria Seniors; **Dr. Bob Bell**, *Aging Physical Aspects*, Somerset House; **Prof. Rosa Stewart**, *A Latin American Adventure: Talk on a Tour to Peru, Bolivia, Argentina, and Brazil*, Kiwanis Club of Greater Victoria; **Dr. Bill Zuk**, *Creative Indoor Play Environments for Young Children*, Esquimalt Parks & Recreation; **Dr. David Docherty**, *Wellness and Healthy Living*, United Way of Greater Victoria; **Ise Henin**, *The World Wide Web in Research & Education*, Gulf Islands Secondary School; **Karyn McGettigan**, *A Message about Life: Being Hit by a Car and Surviving a Coma*, Coastal Community Services New Dimension Alternative School; **Dr. Colin Bennett**, *Implications of the New Access to Information Act*, The Victoria Family Court Committee; **Prof. Dennis Protti**, *Health Care Costs*, Beacon Hill Villa; **Bert Annear**, *Tools and Tips for Teams-Various Topics Pertinent to Team Success*, Esquimalt Parks & Recreation; **Prof. Andrew Pirie**, *Alternative Dispute Resolution*, Sincerely Happy Association of Retired Persons; **Celeste Derksen**, *Canadian Theatre*, Beechwood Village; **Dr. Barbara Harris**, *Hawk's Eyes and Sky Pilots*, Victoria High School.

Bike safety savvy nets student a year's free parking

Kristin Nowosad, third-year theatre student, is the lucky winner of a one-year UVic general parking permit for participating in a Campus Security Services draw at their Enviroganza Day display in University Centre foyer on Sept. 16. Those entering the draw had to answer seven questions on bicycle safety. The prize is worth \$117.70.

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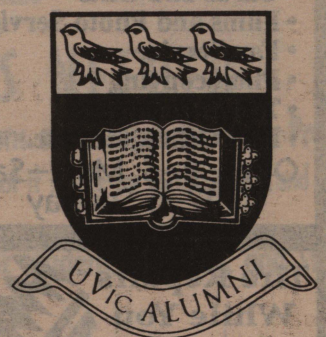


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A message from your Alumni Association



An election is currently underway for the office of Chancellor and four positions on the University Senate. (These positions must be elected from and by the "Convocation".) If you are a graduate of the University of Victoria, you are entitled to vote. As your Alumni Association we urge you to exercise your franchise and return the ballot which was recently distributed in the TORCH Magazine. (If you have not received your ballot or would like more information contact the Secretary of Senate at 721-8101)

The Board of Directors of the Alumni Association have presented a slate of UVic Alumni as nominees. They are: Dr. Norma Mickelson for Chancellor, and Mark Bridge, Mimi Donald, Donald Prescott and Kimberley Strom for Senate.

While we endorse the above candidates, we suggest that all of the candidates are deserving of your careful consideration. Please vote for the candidates of your choice.

CALENDAR

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS NOV.8.

ATHLETICS EXHIBITIONS LECTURES MUSIC RECREATION THEATRE WORKSHOPS & CONFERENCES OTHER

Friday, November 1

- A** Field Hockey. CIAU National Championship. Info 721-8406.
- M 12:30 p.m.** Fridaymusic. School of Music students in a program for various instruments. Phillip T. Young Recital Hall. Info 721-7903.
- L 2:30 p.m.** Evolution. Rosemary Luo, UVic (Economics). Cornett B335. Info 721-8532.
- L 2:30 p.m.** Climate Change and Forests: Are Scientists Avoiding the Problem by Playing Compu-

ter Games? Dr. David Spittlehouse (Geography). Cornett B145. Info 721-7327.

- L 3:00 p.m.** The Evolutionary Transition Between Haploidy and Diploidy. Biology Dept. Seminar. Dr. Sarah Otto, UBC. Cunningham 146. Info 721-7107/7099.

A 6:00 & 8:00 p.m. Men's Basketball. Canadian Classic Tournament vs. Simon Fraser. \$3-\$6.50 McKinnon Gym. Info 721-8406.

M 8:00 p.m. University of Victoria Orchestra. Conducted by János Sándor. Admission by donation. Univ. Centre Auditorium. Info 721-7903.

Social Development A250. Info 721-7020.

- O 12:30 p.m.** What is a "Presbyterian"? Geof Jay, Chaplain (Interfaith Chaplain Service). Univ. Centre B228. Info 721-8338.

L 12:30 p.m. Conflict and Consensus in the Public Eye: Dispute Resolution in the Political Arena. David Turner, UVic (Dispute Resolution). Begbie 142. Info 721-8777.

L 4:00 p.m. Gravehouses of the Pacific Northwest and Russian Old Believer Traditions. Janice Currier, UVic (Studies in Religion & Society). Clearihue A215. Info 721-6325.

L 7:30 p.m. Mit Schiern und Schlitten durch die Arktis. Dias-Vortrag über eine Baffin-Insel-Überquerung aus dem Jahre 1994. Dr. Sandy Briggs, UVic (Germanic Studies). Clearihue C305. Info 721-7316.

O 7:30 p.m. Judy Rebick. (Bookstore). Human & Social Development A240. Info 721-8311.

O 8:00 p.m. Jaap Blonk, Sound poet, Holland. Tic-Toc International Festival of New Performance. \$8-\$10 at School of Music. Phillip T. Young Recital Hall. Info 388-5321.

Wednesday, November 6

O 2:30 p.m. The Political Economy of Food in Canada: Who Controls What We Eat & Why Does it Matter? Sociology Dept. Colloquium. Cornett A339. Info 721-7572.

W 3:30 p.m. Volunteer Towards Employment. Workshop (Student Employment Centre). \$5 Campus Services 110. Info 721-8419.

M 8:00 p.m. Kathleen Supové, piano, New York. Tic-Toc International Festival of New Performance. Presented as part of The Orion Series in Fine Arts. Phillip T. Young Recital Hall. Info 388-5321.

M 8:00 p.m. Requiem by Mozart. The Victoria Chamber Orchestra. Conducted by Yariv Aloni, & the Prima Youth

Choir & UVic Chamber Singers conducted by Bruce E. More. \$10-\$12 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

International Festival of New Performance. \$8-\$10 at School of Music. Phillip T. Young Recital Hall. Info 388-5321.

Friday, Nov. 8

W 9:30 a.m. Interview Tips. Workshop (Student Employment Centre). \$5 Campus Services 110. Info 721-8419.

W 12:30 p.m. Where Are the Jobs? Work in the New Economy. Workshop (Student Employment Centre). \$5. Campus Services 110. Info 721-8419.

M 12:30 p.m. Fridaymusic. School of Music brass students. Phillip T. Young Recital Hall. Info 721-7903.

O 12:30 p.m. Michael Larsen. Author Reading from "Uncertainty" (Bookstore). Clearihue D267. Info 721-7247.

L 2:30 p.m. Underemployment in Search Equilibria. John Kennes, UVic (Economics). Cornett B335. Info 721-8532.

O 3:00 p.m. Winter Habitats and Ecological Adaptations for Winter Survival in Insects. Biology Dept. Seminar. Dr. Hugh Danks, National Museum of Nature, Ottawa. Cunningham 146. Info 721-7107/7099.

W 3:00 p.m. Resume Critique. Workshop (Student Employment Centre). \$5 Campus Services 110. Info 721-8419.

L 3:30 p.m. Can we Census Whales with Acoustics? Dr. Mark McDonald, UVic (Earth & Ocean Sciences). Clearihue C112. Info 721-8848.

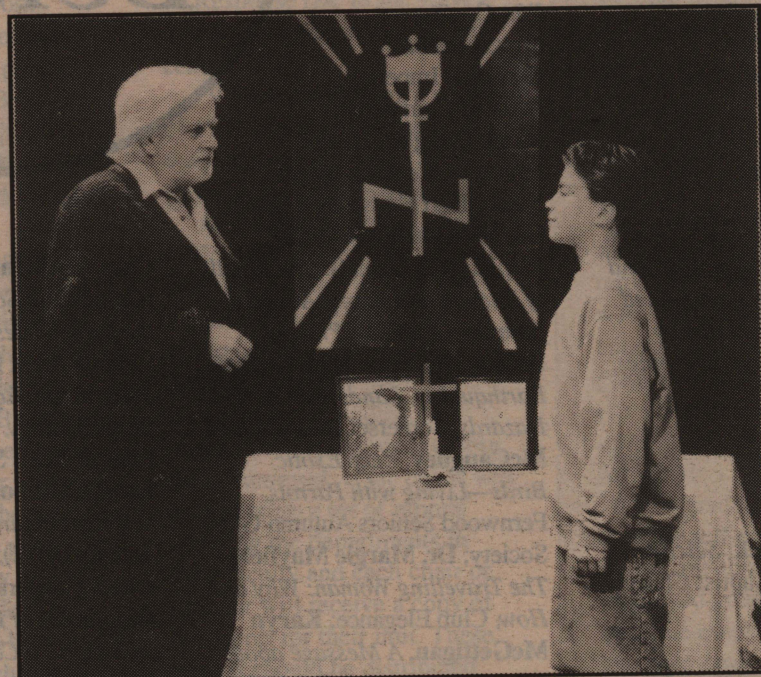
A 5:30 p.m. Women's Volleyball. vs. Alberta. \$3-\$6.50 McKinnon Gym. Info 721-8406.

L 7:00 p.m. Canada's New Vision of the O.A.S. (Organization of American States). Ambassador Brian Dickson, Q.C. (Latin America Association and the Canadian Foundation for the Americas). Human & Social Development A240. Info 721-7346.

A 7:30 p.m. Men's Volleyball. vs. Alberta. \$3-\$6.50 McKinnon Gym. Info 721-8406.

M 8:00 p.m. Christopher Butterfield and Sonic Lab. Tic-Toc International Festival of New Performance. Admission by donation. Phillip T. Young Recital Hall. Info 388-5321.

M 8:30 p.m. Georg Graewe, pianist/composer, Germany. Tic-Toc



The above scene is from God's Country, the disturbing docu-drama by Steven Dietz about the growing white-supremacist movement in North America, which opens at the Phoenix Theatres on Nov. 14. John Krich (left) and Matthew Coulson are among the cast of 13 who play more than 40 different roles in this challenging play which opens on the final night of Kristallnacht Days, a two-week series of events designed to combat racism and build goodwill among the members of the Greater Victoria community. God's Country will run from Nov. 14 to 30, beginning at 8 p.m., with no performances on Sunday or Monday evenings.

Thursday, November 7

W 9:00 a.m. & 2:30 p.m. Resume 101: Your Skills Portfolio. Workshop (Student Employment Centre). \$5 Campus Services 110. Info 721-8419.

W 11:30 a.m. Job Search Strategies. Workshop (Student Employment Centre). \$5 Campus Services 110. Info 721-8419.

L 11:30 a.m. Chemistry Seminar (title TBA). Dr. Nicholas Westwood, University of Guelph (Chemistry). Elliott 162. Info 721-7156.

O 12:30 p.m. Liability for Contaminated Site Clean-Up. Law Faculty Seminar. Profs. Diana Belevsky and Chris Tollefson, UVic. Begbie 125. Info 721-8160.

O 7:00 p.m. Greater Victoria Land Use Forum: Victoria the Good? Dermot Murphy Lecture Series (Law and Environmental Studies and the City Program at SFU). No charge, but reservations required. F. Murray Fraser Auditorium (formerly Begbie 159). Info (250) 291-5079.

O 7:30 p.m. Richard van Camp and Bill Chalmers - Author Readings. (Bookstore). Finnerty Express, Bookstore. Info 721-8311.

M 8:00 p.m. Piano Master Class. Kathleen Supové. Presented as part of The Orion Series in Fine Arts. Phillip T. Young Recital Hall. Info 721-7903.

Saturday, November 2

A Field Hockey. CIAU National Championship. Info 721-8406.

A 6:00 & 8:00 p.m. Men's Basketball. Canadian Classic Tournament vs. Winnipeg. \$3-\$6.50 McKinnon Gym. Info 721-8406.

M 8:00 p.m. Guest Recital. Gary Chow, piano. \$6-\$10 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

Sunday, November 3

A Field Hockey. CIAU National Championship. Info 721-8406.

A 12:00 & 2:00 p.m. Men's Basketball. Canadian Classic Tournament vs. Laurentian. \$3-\$6.50 McKinnon Gym. Info 721-8406.

O 2:00 p.m. Women of the Bible. First of a 4-part series exploring the stories of women of faith & action. \$15 per session. Interfaith Chapel. Info 721-8338.

O 2:00 p.m. UVic Ballroom Dance Club. Workshop in Tango. \$3-\$5. SUB Multi-Purpose Room. Info 598-9807.

M 2:30 p.m. Donor's Concert. Features 1995-6 award-winning students. Phillip T. Young Recital Hall. Info 721-7903.

Monday, November 4

L 8:00 p.m. Unpeeling Pompeii: The House of the Golden Ass. Andrew Wallace-Hadrill, Rome (Classical Association of Vancouver Island). Clearihue A201. Info 721-8514.

M 8:00 p.m. B. Mus. Recital. Damae Jongkind, tuba. Phillip T. Young Recital Hall. Info 721-7903.

Tuesday, November 5

L 12:30 p.m. Selling Canadian Culture in China. Richard King (Pacific & Asian Studies). Human &

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Saturday, November 9

A 5:30 p.m. *Women's Volleyball*. vs. Alberta. \$3-\$6.50 McKinnon Gym. Info 721-8406.

A 7:30 p.m. *Men's Volleyball*. vs. Alberta. \$3-\$6.50 McKinnon Gym. Info 721-8406.

Sunday, November 10

O 2:00 p.m. *Women of the Bible*. Part of series exploring the stories of women of faith & action. \$15 per session. Interfaith Chapel. Info 721-8338.

O 2:00 p.m. *UVic Ballroom Dance Club*. Workshop in Fun Dances. \$3-\$5. SUB Multi-Purpose Room. Info 598-9807.

Monday, November 12

M 12:30 p.m. *Fridaymusic*. Christmas Revels. UVic Chamber Singers conducted by Bruce More. Phillip T. Young Recital Hall. Info 721-7903.

M 8:00 p.m. *Musica Victoria* presents *Libby Yu*. \$19-\$20 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

Wednesday, November 13

W 8:00 a.m. *Common Ground: Uncommon People*. UVic Women's Conference. \$5-\$10 David Lam Auditorium (MacLaurin A144). Info 721-8451.

Thursday, November 14

L 11:30 a.m. *Keeping Track of Atomic Hydrogen in a Variety of Chemical Environments*. Dr. Brent Koplitz, Tulane University (Chemistry). Elliott 162. Info 721-7156.

O 12:30 p.m. *The Remedial Construc-*

tive Trust. Law Faculty Seminar. David Wright, University of Adelaide. Begbie 125. Info 721-8160.

T 8:00 p.m. *God's Country* by Steven Dietz. Directed by Harvey M. Miller. \$15 at Phoenix Theatre Box Office. Phoenix Theatre. Info 721-8000.

M 8:00 p.m. *Faculty Recital*. Anne Bennett, soprano, accompanied by Sylvia Imeson, flute. \$6-\$10 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

Friday, November 15

M 12:30 p.m. *Fridaymusic*. School of Music guitar & harp students. Phillip T. Young Recital Hall. Info 721-7903.

A 6:30 p.m. *Women's Basketball*. vs. Saskatchewan. \$3-\$6.50 McKinnon Gym. Info 721-8406.

T 8:00 p.m. *God's Country* by Steven Dietz. Directed by Harvey M. Miller. \$15 at Phoenix Theatre Box Office. Phoenix Theatre Building. Info 721-8000.

M 8:00 p.m. *Voices Among Us: A Celebration of Women Composers of the School of Music*. Phillip T. Young Recital Hall. Info 721-7903.

A 8:15 p.m. *Men's Basketball*. vs. Saskatchewan. \$3-\$6.50 McKinnon Gym. Info 721-8406.

Saturday, November 16

M 12:30 p.m. *Women Composers of Song in the 19th Century*. International Conference Concert by UVic faculty and guest artists. Phillip T. Young Recital Hall. Info 721-7903.

M 2:00 p.m. *Headlines*. *City of Gardens Chorus*, *Sweet Adelines International*. Featuring Seattle Sound, male barbershop quartet. \$13 at Univ. Centre box office. Univ. Centre Auditorium. Info 384-3831.

M 5:00 p.m. *Women Composers of Song in the 19th Century*.

International Conference. Phillip T. Young Recital Hall. Info 721-7903.

A 6:30 p.m. *Women's Basketball*. vs. Saskatchewan. \$3-\$6.50 McKinnon Gym. Info 721-8406.

T 8:00 p.m. *God's Country* by Steven Dietz. Directed by Harvey M. Miller. \$15 at Phoenix Theatre Box Office. Phoenix Theatre Building. Info 721-8000.

M 8:00 p.m. *Headlines*. *City of Gardens Chorus*, *Sweet Adelines International*. Featuring Seattle Sound, male barbershop quartet. \$15 at Univ. Centre box office. Univ. Centre Auditorium. Info 384-3831.

M 8:00 p.m. *Women Composers of Song in the 19th Century*. International Conference Concert by UVic faculty and guest artists. \$6-\$10 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

A 8:15 p.m. *Men's Basketball*. vs. Saskatchewan. \$3-\$6.50 McKinnon Gym. Info 721-8406.

Sunday, November 17

M 9:00 a.m. *Women Composers of Song in the 19th Century*. International Conference. Phillip T. Young Recital Hall. Info 721-7903.

O 2:00 p.m. *Women of the Bible*. Part of series exploring the stories of women of faith & action. \$15 per session. Interfaith Chapel. Info 721-8338.

M 2:30 p.m. *Greater Victoria Youth Orchestra*. Conducted by János Sándor. \$6-\$12 at Univ. Centre box office. Univ. Centre Auditorium. Info 360-1121.

M 8:00 p.m. *Faculty Recital*. Alexandra Pohran Dawkins, oboe & Jane Hayes, piano. \$6-\$10 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

T 8:00 p.m. *God's Country* by Steven Dietz. Directed by Harvey M. Miller. \$15 at Phoenix Theatre Box Office. Phoenix Theatre. Info 721-8000.

Monday, November 18

W 11:30 a.m. *Accessing the Hidden Job Market*. Workshop (Student Employment Centre). \$5 Campus Services 110. Info 721-8419.

T 8:00 p.m. *God's Country* by Steven Dietz. Directed by Harvey M. Miller. \$15 at Phoenix Theatre Box Office. Phoenix Theatre. Info 721-8000.

CLASSIFIEDS

Classified ad rates are \$10 for up to 25 words and \$.50 for each additional word. Ads will not be accepted by phone and must be delivered in writing, with cash payment, to UVic Public Relations and Information Services, University House 2. The advertising deadline is eight days before publication date. For more information, please call 721-7636.

South-facing executive townhouse providing secure living in Uplands Estates, on UVic border. 2+ bedrooms, 3 bathrooms, double garage 2200 sq.ft. \$295,000. 595-8375.

Wanted to rent temporarily: Accommodation for physician & young family, starting Dec 96/Jan 97, for 6-12 months or longer. Experienced house-sitters, gardeners. Flexible. Reliable. References. Dr. D.A. Gleave, Thunder Bay Tel 807-344-6907 fax. 807-346-2290 e-mail: Danica.Gleave-IISCN@oln.com

A note from Trudy

Trudy Martin reports that she is resting comfortably at home after her first chemotherapy treatment and wants to thank everyone for all their cards, calls and well wishes.

Three B.C. universities and one college hold first ever joint art exhibit

Looking Forward, Looking Back. Tri University and Colleges Art Exhibition, a juried exhibition, will open at the McPherson Library Gallery on Nov. 5, and run to Nov. 25.

In this exhibit, for the first time in their history, UVic, SFU and UBC, along with Malaspina College, will present the work of their artist educators in one exhibit. The exhibit features the works of artist educators dealing with the relationship of art education to the ideas and processes of the studio. The exhibit also explores new electronic technologies while preserving art traditions. It is a way for post secondary educational institutions in B.C. to establish a dialogue and to communicate with the public, according to Dr. Bill Zuk (Arts in Education-Education), who is curator of the Art and Public Places Program established through the B.C. Art Teachers Association of B.C. Zuk hopes that the exhibit will become a travelling exhibit and, also, an annual event.

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VOLUNTEERS NEEDED

Racism & Ethnic Relations on Campus Research Project

This research aims to learn what it is like for racial, ethnic and cultural minorities at UVic.

An invitation to all UVic Students, Faculty, and Staff to help the research team

- ▶ tell us of your experiences of racism, ethnocentrism or cultural insensitivity at UVic
- ▶ tell us about policies & practices at UVic which create a climate of respect for cultural diversity and equal opportunities
- ▶ give us further practical and concrete suggestions for improvement
- ▶ join a discussion group of 1.5 hours duration between November 1st & 8th
- ▶ personal interviews may be arranged on request
- ▶ written and signed submissions or email are welcome

Participants are assured of confidentiality and the right to withdraw
Third party rights are protected.

If you can contribute to our knowledge, please call
Dr. Yvonne Martin at 721-7813, fax at 721-7767 or email
martiny@uvvm.uvic.ca no later than November 15th

Principal Investigator:
Dr. Yvonne Martin, Dept. of Communication
& Social Foundation

Co-Investigator:
Dr. Rennie Warburton, Sociology

LETTERS

Clarification called for

Editor:

Last spring, Dr. Scully, vice-president, academic, circulated to all faculty and published in *The Ring* a memorandum reporting on the approval of the University's employment equity program by the Human Rights Council of British Columbia. The program included, as "Appendix B," guidelines for limited and preference hiring. That is, the designation of a position as open only to or by preference to members of a designated group. This appendix the council approved subject to a requirement that further consultation with affected employee groups be undertaken. While the council was deliberating over the University's application, a total of 184 faculty signed a petition calling for further efforts to determine the actual views of faculty on Appendix B.

Concerned that Dr. Scully's memo, while recognising the requirement for further consultation, appeared to take the eventual implementation of Appendix B as a foregone conclusion, a group of signatories of the petition met with the president, who subsequently assured them by memo (April 30) that "the guidelines (i.e. Appendix B) are not University policy."

This assurance notwithstanding, a handbook titled **Employment Equity: What You Need to Know** was shortly afterward widely distributed to people with administrative responsibilities, but not to all faculty, under a covering memo from Dr. Strong dated May 7. The handbook included on pp. 7-8 a full discussion of limited and preference hiring, soliciting approval from the B.C. Human Rights Council, but with reference neither to the council's stipulation that such hiring policies were to be implemented only after further consultation with employee groups nor to the President's position as stated in his memo of April 30. Asked to comment on this apparent discrepancy, Dr. Strong subsequently (June 27) reiterated his view that the guidelines for limited and preference hiring were not University policy.

It appears to us from this that the status of limited and preference hiring at UVic is uncertain and that such practices should not be resorted to unless the consultation required by the Human Rights council has taken place and the approval of the affected employee groups has been confirmed by secret ballot.

Daniel Bryant, Pacific & Asian Studies	Reg Mitchell, Chemistry
Barry Beardsmore, French	Carl Mosk, Economics
James Cutt, Public Administration	Charles Picciotto, Physics & Astronomy
Charles Daniels, Philosophy	Andrew Weaver, Earth and Ocean Sciences
Jeff Foss, Philosophy	B.M. Young, Pacific and Asian Studies
Ian King, Economics	
Newman Lam, Public Administration	

Excessive noise drives out faculty member

Editor:

I am writing through you to the University public, having failed to get a result or a reply through the established channel of a suggestion box. My subject is the excessively loud radio in the McKinnon weight room (always) and the Gordon Head weight room (sometimes).

I understand that Athletics and Recreational Services break their own rule (that radios and stereos are not allowed) by virtue of a tacit contract with a certain radio station, which promotes the Vikings. This is simply ordinary commercialization of the University and hardly worth mentioning, except to point out that the price is high — music selected for volume, numbingly simple-minded "news," enthusiastic ads for useless products, and announcers who tend to confirm the theory that God created stupidity in order to give human beings an understanding of the infinite.

No. My concern is simply with the volume. I regularly wear earplugs, but even so, I am often driven out. Some years ago the Faculty Association accepted free access to recreational facilities instead of a salary raise — if access is to be denied by making the facilities unbearable, I'd rather have the money, thanks.

John Greene,
Department of French

Study indicates anti-male hiring bias

Editor:

I was pleased to see the letter from Linda Sproule-Jones, Director of Equity Issues, in which she makes clear that "committing to an employment equity program means taking steps to ensure that bias, albeit inadvertent or unintentional, does not enter into hiring decisions..." (*The Ring*, October 18, 1996). That such bias exists is the conclusion of a recently-published, detailed statistical study of hiring practices at Canadian universities (A.D. Irvine, "Jack and Jill and Employment Equity", in the philosophy journal *Dialogue* XXXV, No. 2 (Spring 1996), pp. 255-291). This study strongly suggests that over the past twenty-five years there has been pervasive and persistent bias against hiring men—significantly fewer men being hired for teaching positions than would be expected in a bias-free system on the basis of the percentage of male applicants.

Nevertheless, I think it would be premature to institute a policy of affirmative action for male job applicants. It is possible that the preferential hiring of women in recent decades has not been the result of bias, but simply reflects the fact that, in general, female applicants have been better qualified than male applicants (despite the study's claim that there is no reason to believe this). An affirmative action programme aimed at rectifying the statistical imbalance against men might then lead to well-qualified women being passed over in favour of less-qualified men—a result that would be detrimental to the quality of education. Calls for an affirmative action programme for men should therefore be approached cautiously.

Angus Taylor
Department of Philosophy

Affirmative action = discrimination

Editor:

We can thank Dr. Daniels for opening up some dialogue on the University's Equity Policy. When others clothe affirmative action in culturally enriched rhetoric they do not disprove the fact that

affirmative action is discrimination. When you omit one faction in the hiring process, you are discriminating; in this case, against white Canadian males.

The young men whose Canadian families have fought for, worked for, and loved their country are not eligible for work at UVic, in the Federal Government, the RCMP or other biased institutions. They are also less equal in university scholarship competitions.

The government of British Columbia assured me that they dropped their affirmative action policy several years ago and when they do not have a hiring freeze will hire on an equal basis.

The federal government originally instituted this unequal affirmative policy in Mulroney's years more to serve its own needs than to address previous inequalities. Their image and their economic actions needed a more humane fact and affirmative action was the face-lifting choice. They had plenty to gain from the move as the pay scale for women and minorities is always lower and they took advantage of this in holding down the wages of women lawyers and other high priced employees. The federal government also held the institutions that employed over 2000 employees to ransom by threatening to withhold funding if positive action on the affirmative goals were not demonstrated, coercing administrators to embrace this discriminating policy. Am I wrong here?

Neither the federal government nor any other institution has made any effort to take on that unmentionable issue in the equity policy documents: "equal pay for equal service." This is an issue easily overlooked because a cheap workhorse is one of the perquisites of the affirmative action move. Sessionals, for instance, are an invisible minority, and their cause does not have the same righteous appeal to the policy makers; if the knife doesn't cut your skin, you don't feel the pain.

I am as interested in equal rights as any other man or woman but not your equal rights at the expense of my equal rights. Perhaps we could take a leadership role here since the equity policy that we are forced to embrace at UVic is flimsy lip service to equality at best. No matter how you dance the words around the idea, preferential hiring is preferring to give a job to one person and not another for reasons of sex or race or physical attributes.

Speaking plainly; affirmative action is political, intellectual, moral and ethical discrimination.

Cecilia Mavrow
Department of English

Consultation was sought and will continue

Editor:

On October 11, eight faculty members circulated a memo expressing their concern, once again, about the concept of limited and preference hiring explained in the employment equity booklet, "What you need to know," and calling for consultation before implementation. I would like to address this concern.

On March 14, 1996, the B.C. Council of Human Rights gave its approval to the University of Victoria's Employment Equity Program, and to the guidelines for the Designation of A Hiring as Limited or Preference Hiring. It did so after consulting the following employee groups: the Faculty Association, the Professional Employees Association, CUPE 951, CUPE 917, the Exempt Employees group, the Specialist Instructional group, the Faculty Women's Caucus, and the Advisory Committee on Issues Affecting Students with a Disability. The Council said: "the British Columbia Council of Human Rights, under Section 19 (2) of the Human Rights Act, approves the Applicant's Employment Equity Program including its policy for the Designation of Hiring as Limited or preference Hiring.... This approval is conditional upon the University of Victoria consulting with employee groups and the President's Advisory Committee on Employment Equity on the implementation of the Employment Equity Program."

In several memos over the past six months, the President and Vice-President Academic have stated their intention to pursue consultation. In view of the fundamental importance of the departmental unit in implementing equity, the consultation process is going on at the departmental level. Some academic departments, having considered their particular needs and goals, have already included the possibility of preferential hiring in their employment equity plans. It is entirely appropriate that they do so. Consultation will also be taking place with administrative units. Any proposed implementation affecting provisions of collective agreements will, of course, be negotiated with the unions involved. In addition, the Employment Equity Committee, made up of representatives from the various employee groups, will continue to play an important consultative role in implementation.

As the then Vice President Academic & Provost, Dr. Sam Scully pointed out in his memo to all faculty members dated April 10, 1996, "effective implementation will be contingent upon consultation, education and planning." Our intention is to achieve this.

Linda Sproule-Jones
Director of Equity Issues

Call for faculty to show support during convocation

Editor:

May I, through your columns, remind members of faculty that the university will be meeting in Convocation on Saturday 30th November, for the conferring of degrees. It is the faculties that recommend who gets these degrees, yet attendance by faculty members at convocation has fallen off in recent years to the point where it borders on pitiful, if not disgraceful.

This is an appeal for a better effort. Our students have succeeded in jumping through the hoops we require them to pass through in order to graduate. They will appreciate a significant show of faculty support as their degree is conferred.

To those who reply that they didn't go to their own graduation so why should they go to the graduation of someone else: put aside your pride and try doing this thing as a random act of kindness, an act that will make someone else's day, an act that says you cared enough to come and wish them, your students, well on graduation day. It is well worth the couple of hours it takes.

Bob McCue, Chair
Ceremonies Committee